

THIS NEW RULE WAS APPROVED BY THE UTAH STATE BOARD OF
EDUCATION ON FIRST AND SECOND READING ON APRIL 4, 2008.

DRAFT
APRIL 4, 2008

R277. Education, Administration.

R277-109. One-time Signing Bonuses.

R277-109-1. Definitions.

A. "90 days" means 90 calendar days beginning with the
first educator work day.

B. "Board" means the Utah State Board of Education.

C. "Qualifying educator" means a person employed:

(1) in one of the following positions:

(a) classroom teacher

(b) speech pathologist;

(c) librarian or media specialist;

(d) preschool teacher;

(e) mentor teacher;

(f) teacher specialist or teacher leader;

(g) guidance counselor;

(h) audiologist;

(i) psychologist; or

(j) social worker.

(2) who holds a current and valid Level 1, 2, or 3 Utah
Educator License or is a participant in the Utah Alternative
Routes to Licensure Program consistent with R277-503.

D. "Did not work as an educator" means did not work
under contract in a position requiring an educator license
during the 2007-08 school year.

R277-109-2. Authority and Purpose.

A. This rule is authorized by Utah Constitution Article
X, Section 3 which vests general control and supervision of
public education in the Board, Section 53A-1-401(3) which
permits the Board to adopt rules in accordance with its
responsibilities, and Section 53A-17a-153(6) which permits the
Board to make rules as necessary to administer the program.

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B. The purpose of this rule is to establish definitions
and procedures for the implementation of 2008-09 one-time
signing bonuses.

R277-109-3. Qualifying Educator Responsibilities.

A. Each qualifying educator shall sign an affidavit
affirming eligibility for the signing bonus.

B. An educator who receives funds fraudulently or
mistakenly shall be responsible for reimbursing funds to
school districts or charter schools.

C. Qualifying educators acknowledge that if total
signing bonus funds are reduced, funds may be reclaimed from
qualifying educators in subsequent school district and charter
school salary payments.

**R277-109-4. Public School District and Charter School
Responsibilities.**

A. School districts and charter schools shall submit the
names of qualifying educators who are hired and who begin work
prior to September 1, 2008 to the Board on December 1, 2008.

B. School districts or charter schools shall submit the
names of qualifying educators who are hired and begin work
after September 2, 2008 but before October 1, 2008 to the
Board on or after January 2, 2009.

C. Additional names may not be submitted to the Board
for program participation by school districts or charter
schools after January 15, 2009.

D. The submission of qualifying educators to the Board
shall include the following information:

- (1) qualifying educator name;
- (2) qualifying educator CACTUS number; and
- (3) percentage of full time equivalent employment (FTE).

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62 such as 1.0 FTE, .50 FTE, for each qualifying educator.

63 E. School districts and charter schools shall not
64 receive funding for an individual who:

65 (1) is hired and whose first work day was on or after
66 October 1, 2008;

67 (2) was employed and worked as an educator in any Utah
68 public school district or charter school during the 2007-08
69 school year;

70 (3) works less than 90 days during the 2008-09 school
71 year; or

72 (4) is employed less than one-half time.

73 F. School districts and charter schools may combine the
74 signing bonus under Section 53A-17a-148 with other state or
75 local signing bonus programs for the 2008-09 school year.

76 G. School districts and charter schools shall provide
77 payment of the salary supplement to qualifying educators as
78 follows:

79 (1) School districts and charter schools shall pay a
80 signing bonus under this program consistent with bonuses set
81 by the Board;

82 (2) School districts and charter schools shall make the
83 signing bonus payment to qualifying educators in any regular
84 or other salary distribution prior to January 15, 2009;

85 (3) School districts and charter schools shall use
86 program funds to pay the required employer contributions to
87 retirement, workers compensation, Social Security, and
88 Medicare as provided in Section 53A-17a-148(3)(a);

89 (4) If the amount of the signing bonus program funds
90 distributed to school districts and charter schools is reduced
91 consistent with the allowance for pro rata reduction under
92 Section 53A-17a-148(4)(b), school districts and charter
93 schools may make adjustments to payroll distributions to

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qualifying educators so that the total signing bonus amount
paid to individual qualifying educators does not exceed the
actual amount school districts and charter schools received
from the Board.

H. All school districts and charter schools shall
participate in the 2008-09 signing bonus program.

I. School districts shall maintain qualifying educator
affidavits on file for USOE or legislative review upon
request.

R277-109-5. Board Responsibilities.

A. The Board shall provide a form to school districts
and charter schools for the required submissions for
participation in this program.

B. Signing bonus amount:

(1) The signing bonus paid to the qualifying educator is
\$1,000 unless the amount is reduced consistent with Section
53A-17a-148(4).

(2) School districts and charter schools shall receive
funds beyond the \$1,000 signing bonus to pay employer costs
required under Section 53A-17a-148(3)(a).

(3) All qualifying educators hired under this program
shall receive the same \$1,000 signing bonus.

C. Upon receiving the submissions of qualifying educator
names, the Board shall review the information to ensure
conformity to the requirements for bonuses and payments.

D. The Board shall distribute funds to school districts
and charter schools after reviewing required submissions.

E. The distribution of funds shall be included in the
regular minimum school program transfers in December and
February.

F. The Board shall provide a report to school districts

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125 and charter schools of the number of qualifying educators
126 submitted after the December 1 and January 2 submissions.

127 KEY: one-time signing bonuses

128 Date of Enactment or Last Substantive Amendment: 2008

129 Authorizing, and Implemented or Interpreted Law: Art X Sec 3;
130 53A-1-401(3); 53A-17a-153(6)